

RESOLUTION NO. 82-26

A RESOLUTION APPROVING A SERVICES AGREEMENT WITH MGT IMPACT SOLUTIONS, LLC FOR AN UPDATE TO THE CITY'S COMPENSATION STUDY AND AUTHORIZING THE CITY ADMINISTRATOR TO EXECUTE THE AGREEMENT

WHEREAS, the City Council has previously authorized compensation studies for the City's full-time workforce, the most recent of which was completed in February 2024 and resulted in an updated pay plan effective July 1, 2024, which the City determined should remain in place for three years and be restudied in 2026; and,

WHEREAS, MGT Impact Solutions, LLC, of Tampa, Florida, conducted the City's prior compensation studies and has submitted a Services Agreement dated August 31, 2026, to update the existing compensation study for approximately eighteen (18) to twenty (20) positions using the same comparable community group used in the 2020 and 2023 studies, with no new comparable community analysis to be conducted; and,

WHEREAS, the scope of services includes collecting and analyzing current market data, evaluating the existing compensation plan and pay ranges, recommending updates as appropriate, developing potential modeling options for alternative pay structures, and including limited market survey questions regarding police officer night-shift and weekend-shift differentials, together with a small number of additional benefit-related questions, which is not intended to be a comprehensive benefits review; and,

WHEREAS, the deliverables under the Services Agreement include a full written report summarizing the findings and recommendations, along with a presentation of the results; and,

WHEREAS, the City Council finds that updating the compensation study is necessary and in the best interest of the City, and that doing so supports the City's ability to attract and retain qualified and dedicated employees; and,

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DYERSVILLE, IOWA, AS FOLLOWS:

SECTION 1. APPROVAL OF AGREEMENT. The Services Agreement between the City of Dyersville, Iowa, and MGT Impact Solutions, LLC for an update to the City's compensation study is hereby approved.

SECTION 2. AUTHORIZATION TO EXECUTE. The City Administrator is hereby authorized and directed to execute the Services Agreement on behalf of the City of Dyersville, Iowa, and to take such further actions as are reasonably necessary to carry out the terms of the Agreement.

SECTION 3. REPEALER. All resolutions or parts of resolutions in conflict with this Resolution are hereby repealed to the extent of such conflict.

SECTION 4. EFFECTIVE DATE. This Resolution shall be in full force and effect immediately upon its passage and approval as provided by law.

PASSED AND APPROVED this _____ day of _____, 20____.

Jeff Jacque, Mayor

ATTEST:

Tricia L. Maiers, City Clerk